

Job Outline and Criteria - Nurse

Northern Rivers Women and Children's Services Inc. (NORWACS) is seeking applications from suitably qualified and experienced women for the position of **Nurse**.

About NORWACS

NORWACS has been working with women in the Northern Rivers community since the 1980s first starting out as a women and children's refuge. Current services include the Lismore Women's Health and Resource Centre: <https://www.lismorewomen.org.au/>, WORTH: Women's OutReach Trauma Health service: <https://worth.org.au/>, Heartfelt House: support for women survivors of childhood sexual abuse, and WISE: Women in Social Enterprise. Details of each of our services can be found via our website: <https://www.norwacs.org.au>.

OUR VISION

Women and their children are strong, well, safe and empowered to thrive.

OUR MISSION STATEMENT

NORWACS supports and advocates for women and children across the Northern Rivers to be well, safe, strong and empowered to thrive.

OUR VALUES

Equality Integrity Respect Kindness Courage Sustainability

About the role

NORWACS is seeking applications from suitably qualified and experienced applicants for the position of **Nurse**. The position requires 4 days per week (28 hours) fixed term ending on 30 June 2025 (3 Days allocated to the WORTH project and 1 day to the Lismore Women's Health and Resource Centre). Performance will be assessed within 3 months of commencement and 6 months probationary qualifying period will also apply.

All work is undertaken in accordance with Northern Rivers Women and Children's Services Inc. philosophy, policies and procedures and relevant legislation as well as NORWACS' vision and values, which includes working within a feminist, social justice framework.

Salary and Conditions

Classification: SCHADS Award, Level 5 pay point commensurate with experience.

NORWACS offers salary sacrifice to permanent employees.



Requirements:

- i. NORWACS considers that being female is a genuine occupational qualification for this position under Section 31 of the Anti-Discrimination Act 1977 (NSW)
- ii. Valid unrestricted NSW Drivers Licence
- iii. Valid Working with Children Check and Criminal History Check or able to get clearance.

KEY SELECTION CRITERIA - NURSE

ESSENTIAL

1. Professional registration as a Nurse and experience providing a women's health nursing service.
2. Demonstrated commitment to feminist principles and the ability to translate these to the delivery of women's health and wellbeing services.
3. Experience in the design and presentation of health promotion programs and the ability to facilitate group processes.
4. Well-developed written communication and interpersonal skills, including the capacity to produce written reports, respond to enquiries and resolve conflict.
5. Demonstrated skills in developing and maintaining networks.
6. Well-developed skills using computer software, including Microsoft Office suite and database applications.

DESIRABLE

1. Experience in the community services or health sector, including working with funding and partnership agreements to meet targets, and managing financial and physical resources.
2. Understanding of legislation or regulations relevant to community service organisations (Work Health and Safety, Equal Employment Opportunity, Child Protection) that impacts workers and clients or the ability to gain such knowledge.

How to apply

- Applicants must provide responses to the essential selection criteria, the completed Application Form included in this package and a current Resume to be considered.
- When responding to the criteria, provide examples of how you have demonstrated your knowledge, skills and experience. Responses should be 400 words or fewer per criterion.



Applications should be emailed to recruitment@norwacs.org.au

Short-listed applicants will be contacted for interviews.

This job will remain open until the position is filled.

NORWACS is an equal opportunity employer. NORWACS will actively recruit our workforce from targeted communities; including Aboriginal and Torres Strait Islanders, sexually and gender diverse women and people living with a disability, people with lived experience and people from culturally and linguistically diverse communities.

